



## MARICOPA COUNTY EMPLOYEE BENEFITS DIVISION

Effective Date: October 1, 2013

### DEFINITION OF AN ELIGIBLE EMPLOYEE

Under the Maricopa County Benefits Plan, an employee eligible for coverage through the County's health and welfare plans is a Regular Employee scheduled to work at least 20 hours per week. For benefits plan purposes, a Regular Employee is a full-time or part-time employee who is not a Temporary Worker but may be a Contract Employee.

A Contract Employee working under a specific contract may or may not be eligible for benefits; eligibility is based on the terms of his/her contract. A Contract Employee may be offered health insurance benefits at the option of the appointing authority as long as the employee meets the same eligibility requirements of classified and unclassified employees. Contract Employees scheduled to work less than 20 hours per week will not qualify for benefits except in the following circumstance:

***Employees who retire from the Arizona State Retirement System (ASRS) are statutorily limited to the number of hours they may work for the first year following their retirement date. If one of these retirees returns to work within that time period, he/she may be offered benefits at part-time rates, regardless of the number of hours he/she is scheduled to work. This is while the employee waits for the one year limitation on hours worked to expire.***

Regular Employees who are scheduled to work less than 20 hours per week, all Temporary Workers, and Contract Employees whose contract specifies they are not benefits-eligible are therefore ineligible to participate in the County's health and welfare plans.